

# Nampa Police Protective Association Negotiations

Minutes of Meeting held 05/01/2020

Prepared by Nampa City Clerk's Office

## Call to Order

Representing the NPPA were: Josh Schouman, Eric Duke, Chad Shepperd, Tyler Gray

Representing the City of Nampa were Rick Hogaboam, Darl Bruner

Representing the Nampa Police Administration were Curt Shankel, Jason Kimball

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## The meeting opened at 4:01 PM

### Review of minutes

### Discussion of Existing Contract

NPPA presented non-monetary proposal #4

*Article 11 - Health and Welfare Section C (PEHP) The association would like to move this section from PEHP contributions to HRA VEBA. We would also like to roll our current PEHP holdings into the HRA VEBA. We believe the City is already participating in this type of plan and would ask for assistance in wording this section to be compliant with HRA VEBA rules. The below sections are items that the association would like to have in place.*

*b) Under the plan, a Nampa Police employee must be employed by the City for at least three (3) years on May 1 of any given year to be eligible to participate in the HRA VEBA.*

*c) Under the plan, once a Nampa Police employee becomes eligible to participate in the HRA VEBA, a percentage of their accumulated personal leave shall be contributed to the HRA VEBA at the contractual total pay rate negotiated for that year. The rate shall be 3% provided that either party may require negotiations over said by giving written notice of intent to negotiate said rate by March 1 of the affected year.*

*d) Under the plan, the personal leave hours shall be calculated and deducted the first full pay period in May of each year of eligibility.*

*e) The dollar equivalent of the contributed personal leave shall be calculated and paid into the individual Nampa Police employee's HRA VEBA account at the end of the first full pay period in November.*

*f) An employee must have a PL balance of 200 hours to contribute to the HRA VEBA. Those carrying below 200 hours will not be eligible for that year.*

*g) The current PEHP balances will be rolled over into the HRA VEBA accounts.*

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NPPA presented non-monetary proposal #11

Article 17 Section A - PL accrual rate The PL accrual rate for Nampa Police Department employees covered under this contract will be set as follows.

*Years of employment:*

1-4 will receive 7.50 hours of PL per pay period  
5-9 will receive 9.00 hours of PL per pay period  
10-14 will receive 10.5 hours of PL per pay period  
15+ will receive 11.5 hours of PL per pay period

Article 17 Section B - Maximum Accumulation The maximum accrual level for personal leave, (PL), will be set at 1000 hours

NPPA presented non-monetary proposal #5

ARTICLE 18 – HOLIDAYS Section A (Designated Holidays) Designated compensated holidays will be as follows:

- New Year's Day
- Martin Luther King Jr Day
- Presidents Day
- Memorial Day
- Independence Day / 4th of July
- Labor Day
- Columbus Day
- Veterans Day
- Thanksgiving Day
- Christmas Day
- Other day(s) declared at the discretion of the Mayor

*Association members who work on a City recognized holiday will be compensated for the actual calendar day for the holiday rather than on any date to which it could be moved by the city.*

NPPA presented non-monetary proposal #6

Article 18 – Holidays Section C (Holiday Bank) Holiday pay for all holidays may, at the employee's discretion, be accumulated by the City and paid in a single check to the employee prior to the 15th of December each year, but must be paid to the employees in a separate check from their regular pay or on an off payday week.

NPPA noted that proposal #7 had been removed

NPPA presented non-monetary proposal #8

Article 18 – Holidays Section D (Pay at Separation) At the time of separation, an employee with the department will receive payment for uncompensated holidays, compensatory time and personal leave accrued. In case of death, compensation shall be paid to the employee's beneficiary as designated on his/her City life insurance policy.

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NPPA presented non-monetary proposal #9

Article 16 - Grievance Procedures This article states that an arbitrator will be chosen from the American Association of Arbitrators (AAA). NPPA proposes that an arbitrator be chosen from the Federal Mediation and Conciliation Service (FMCS).

**This is the end of the initial non-monetary proposals from the NPPA**

General discussion on future monetary proposals

Break for Executive Session from 4:54 PM – 5:18 PM

NPPA presented monetary proposal #1

ARTICLE 11 - HEALTH AND WELFARE Section A (Health Benefits and Providers) The NPPA has chosen to contract for health, dental and vision insurance for its members from a private insurance producer, instead of remaining as beneficiaries of the City sponsored Employee Benefit Trust Plan. Therefore, the City agrees to provide an increase of 7% equal to \$17,257.00 for FY 2021 per member. The City also agrees to provide an increase of 5% equal to \$18,119.00 for FY 2022 per member.

*It is further agreed that within the plan benefits selected and procured by the NPPA, any and all wellness plans and incentives shall be provided for within the plans schedule of benefits and the City has no further cost than that which is listed above. In the event, the NPPA chooses to use a portion of the cost above to be toward a medical flex account, the NPPA shall notify the City at least sixty days prior to the beginning of the plan year to coordinate any employee deductions, offset, or card plan details.*

*It is further agreed that should the NPPA determine that it would prefer for the members to return to the City sponsored Employee Benefit Trust Plan at some time in the future, the City and NPPA will meet and confer to determine the feasibility and timing of the return to the trust.*

NPPA presented monetary proposal #2

ARTICLE 12 – PENSION Section B - Deferred Compensation the City of Nampa will provide a deferred compensation of 3%, matching an employee's 3% contribution to a retirement plan of their choosing. (this would start in the 2<sup>nd</sup> year of the contract)

NPPA Monetary proposal #3

*Cost of living adjustment of 3.0% in the 2<sup>nd</sup> year of the contract for an average yearly increase of 1.5% in the new contract*

The NPPA noted that these proposals were with a 2-year contract in mind.

**Next meeting:** Tentatively scheduled for May 12 at 4:00 PM

**Meeting adjourned at 5:37 PM**